



**Town of Davidson
Affordable Housing and Equity Board Regular Meeting
Community Room 120
251 South Street
Thursday, January 16, 2025 at 6:30 PM**

I. CALL TO ORDER

II. WELCOME & INTRODUCTIONS

III. PUBLIC COMMENT

IV. REVIEW/APPROVAL OF MINUTES

a. Meeting Minutes

Summary:

December 19, 2024, Minutes

Summary: Approve the minutes from the December 19, 2024, affordable housing & equity board regular meeting.

V. OLD BUSINESS

a. Group Agreements

Summary: These are the group agreements the Affordable Housing and Equity Board uses to guide deliberations.

VI. NEW BUSINESS

a. New Member Welcome

Summary: Welcome and quick introduction of the two newest members.

b. Election of Officers

Summary: Nominate and elect the following officer positions, as outlined in the Affordable Housing & Equity Board Bylaws:

Chair

Vice-Chair

Secretary

c. Equity Pillars

Summary: Begin discussion on equity pillars and their subsequent formation.

VII. OTHER ITEMS

VIII. ADJOURNMENT



AGENDA MEMO

To: Davidson Board of Commissioners

From: Alexander Cahill, Affordable Housing & Equity Director

Date: January 16, 2025

Re: December 19, 2024, Minutes

ITEM SUMMARY/OVERVIEW

Approve the minutes from the December 19, 2024, affordable housing & equity board regular meeting.

ACTION/PROPOSED MOTION

Approve the minutes from the December 19, 2024, affordable housing & equity board regular meeting.

RELATED TOWN GOALS

Strategic Plan Alignment

Affordable Living, Equity & Inclusion - Work together to foster a culture of equity, belonging, inclusion, and advance the Town's Affordable Housing program. Provide, create, and support opportunities for all. Treat everyone with respect, dignity, and recognize every voice. onal, state and federal cooperation.

NEXT STEPS

No additional steps required.



AFFORDABLE HOUSING & EQUITY BOARD

MINUTES

December 19, 2024, 6:30 p.m.
Community Room 120, Town Hall & Community Center
251 South Street, Davidson, NC

I Call to Order

Chair Tisdale called the meeting to order at 6:32pm.

II Roll Call

Present: Tisdale, Nathan, Graf, Guernsey, Wilson, Roberts, Trovato

Absent: Daniel, Sponsel, Wagner, Cheek

*Current appointed membership was 12, making 6 the quorum amount

III Public Comment

There were no public comments made.

IV Approval of the Minutes from October 17, 2024.

Approved minutes with an amendment by a vote of 7-0

Approval of the Minutes from November 21, 2024.

Approved minutes by a vote of 7-0

V Old Business

A. Affordable Housing Action Plan

Discussion: The group discussed establishing a google doc to edit in and provide feedback. The discussion centered around actions the board can take between now and the next meeting to make the review happen. Some shared a few edits within the discussion of the meeting, which staff took note of.

VI New Business

B. Equity Indicators Presentation

Discussion: Equity Indicators are a comprehensive tool that can help the Town understand and measure equality or equity in our work. It works across multiple areas (e.g., education, housing, justice) and measures the disparities faced by disadvantaged groups (those most vulnerable to inequity, such as racial and ethnic minorities, immigrants, or individuals living in poverty) across those domains on a regular basis, tracking change over time. Equity indicators can be used as frameworks to support policy development, demonstrating the effectiveness of current policies and initiatives, and highlighting areas where new policies and initiatives may be needed. By making data publicly available, they increase transparency and accountability, allowing the local community an inside view into the disparities in their city and where progress is—and is not—being made. This work was posted as an opportunity for scholars at Davidson College. Quinn Dunlap took on the project and led other scholars, including Parker Nunn, to help in the analysis and research. The scholars were provided with little framework to follow and were instead directed to follow where their research took them. The Board discussed the presentation, asked questions, and offered ideas on next steps.

C. Equitable Engagement Framework

Discussion: The Town of Davidson is committed to preserving its unique character and charm while also promoting diverse representation, inclusive and welcoming environments, transparency, and accountability. One way that we ensure that these values are being upheld is through community engagement efforts. In order to serve the community equitably, an equitable framework around engagement is being proposed to guide future endeavors. This framework is meant to codify best practices in the engagement field into the work of Town operations. The AHEB is being asked to review the draft framework and provide insight and feedback on the framework. The Board discussed what they liked and didn't like about the framework. The Board offered feedback on the photos represented in the draft framework.

VII Other Items

VIII Staff Announcements

IX Adjournment



AGENDA MEMO

To: Davidson Board of Commissioners

From:

Date: January 16, 2025

Re: Group Agreements

ITEM SUMMARY/OVERVIEW

These are the group agreements the Affordable Housing and Equity Board uses to guide deliberations.

ACTION/PROPOSED MOTION

RELATED TOWN GOALS

rive for local, regional, state and federal cooperation.

NEXT STEPS



AFFORDABLE HOUSING & EQUITY BOARD

GROUP AGREEMENTS

1. Embrace the truth, lived experience and history, and test your assumptions
2. Seek understanding and be curious
3. Create space for others to share
4. Be here, be present, be engaged
5. Honor and accept personal responsibility – be vulnerable and thoughtful
6. Be patient, tolerant, and have grace
7. Embrace tension, be agreeable while working together
8. Utilize the parking lot for tangents



AGENDA MEMO

To: Davidson Board of Commissioners

From:

Date: January 16, 2025

Re: New Member Welcome

ITEM SUMMARY/OVERVIEW

Welcome and quick introduction of the two newest members.

ACTION/PROPOSED MOTION

RELATED TOWN GOALS

NEXT STEPS



AGENDA MEMO

To: Davidson Board of Commissioners

From:

Date: January 16, 2025

Re: Election of Officers

ITEM SUMMARY/OVERVIEW

Nominate and elect the following officer positions, as outlined in the Affordable Housing & Equity Board Bylaws:

Chair

Vice-Chair

Secretary

ACTION/PROPOSED MOTION

RELATED TOWN GOALS

Strategic Plan Alignment

Affordable Living, Equity & Inclusion - Work together to foster a culture of equity, belonging, inclusion, and advance the Town's Affordable Housing program. Provide, create, and support opportunities for all. Treat everyone with respect, dignity, and recognize every voice. committed workforce.

NEXT STEPS



AGENDA MEMO

To: Davidson Board of Commissioners

From:

Date: January 16, 2025

Re: Equity Pillars

ITEM SUMMARY/OVERVIEW

Begin discussion on equity pillars and their subsequent formation.

ACTION/PROPOSED MOTION

RELATED TOWN GOALS

Strategic Plan Alignment

Healthy, Livable, & Vibrant Community - Promote collaborative efforts to create livable spaces and healthy places to enhance quality of life for all residents.

Historic Preservation – Preserve the historic character of our Town, including its people, places, & stories. Honor the history of our residents through their lived experiences.

Connecting People and Places - Expand, improve, and diversify the town's transportation network to provide residents and visitors with safe, convenient, accessible, reliable, and efficient multi-modal travel choices to connect people across the community.

Affordable Living, Equity & Inclusion - Work together to foster a culture of equity, belonging, inclusion, and advance the Town's Affordable Housing program. Provide, create, and support opportunities for all. Treat everyone with respect, dignity, and recognize every voice.

Sustainability and Natural Assets - Preserve Davidson's natural assets and develop, implement, and actively encourage innovative solutions to environmental, energy, and climate-based challenges.

Economic Development - Attract diverse commercial development contributing to Davidson's unique economy and support new initiatives to create local jobs and add to the vibrancy of the community.

Operational Excellence - Provide efficient and high-quality public services and facilities through thoughtful and proactive planning, responsible stewardship of Town resources and a

professional and committed workforce.

Core Values

Citizens are the heart of Davidson, so town government will treat all people fairly, with courtesy and respect.

Open communication is essential to an engaged citizenry, so town government will seek and provide accurate, timely information and promote public discussion of important issues.

Davidson must be a safe place to live, work, and raise a family, so the town will work in partnership with the community to prevent crime and protect lives, property, and the public realm.

Davidson's historic mix of people in all income levels and ages is fundamental to our community, so town government will encourage opportunities, services, and infrastructure that allow people of all means to live and work here.

Davidson's traditional character is that of a small, historic college town, so land planning will reflect its historic patterns of village-centered growth including connection of neighborhoods, preservation of our historic resources, conservation of rural area, and provision of public spaces.

Citizens entrust town government with the stewardship of public funds, so government will provide high quality services at a reasonable cost.

Davidson's economic health is essential to its remaining a sustainable community, so town government will judiciously encourage and guide the location of new business opportunities.

Citizens need to move easily throughout the town and region, so government will provide a variety of options, such as sidewalks, bike paths, greenways, connected streets, and transit.

Citizens must live in a healthy environment, so town government will protect watersheds, trees, air quality, and other elements of the town's ecology.

The physical, social, and intellectual well-being of Davidson citizens is fundamental to our community, so town government will provide and encourage enjoyable, safe, and affordable recreational and cultural lifelong learning opportunities.

As home to Davidson College, the town will engage the college's faculty, staff and students in constructive communication and collaboration.

Davidson exists in proximity to and is interdependent with other jurisdictions, so we strive for local, regional, state and federal cooperation.

NEXT STEPS